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17 SEP 1974

MEMORANDUM FOR: Director of Personnel

SUBJECT : Proposed Reduction in Supergrade
Allocation to the Inspector General

1. I wish to protest strongly against the proposal of the Office of Personnel to reduce two GS-16 Inspector positions to GS-15s.

2. The Inspection Staff of the Inspector General is comprised of one GS-18 position (Deputy Inspector General and Chief, Inspection Staff), three GS-16 positions (one of which is the CIA Director of EEO), and one GS-15 (a position which is also the CIA's Federal Women's Program Coordinator), with three secretarial positions. This senior grade structure was established deliberately because of the very small size of the staff and the broad scope and varying nature of the work the staff is called upon to handle, ranging from personnel problems involving different components of the Agency, to special studies of Agency activities and problems. Mature and seasoned senior officers are required for this sort of work. After the reduction of the staff, with its reorganization in 1973, the requirement for such senior personnel was increased; the staff had to be able to attract and hold proven, capable officers. To further reduce this staff structure would irreparably impair our already too-limited capabilities. Additionally, the three GS-16 positions are now occupied by officers at the GS-16 grade, one of whom is not subject to mandatory retirement for three years, and the other two for six years under our present age 60 retirement regulation. As a practical problem, they would have to be PRA'd for those periods of time if their positions were reduced, as all are members of the E Career Service, and the Inspector General has no plan to replace them prior to their retirement. Of even more significance from my viewpoint would be the inability of the Inspector General, when forced to replace them, to attract the caliber of people necessary to do the job.

Donald F. Chamberlain
Inspector General

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